

# Academy of Management Journal

## Volume 21

### Index

#### AUTHOR INDEX

- ALDAG, RAMON J. See BRIEF, ARTHUR P.  
ALDAG, RAMON J. See FILLEY, ALAN C.
- ALEXANDER, GORDON J. and ROGENE A. BUCHHOLZ. *Corporate Social Responsibility and Stock Market Performance*. 3:479
- ALLEN, STEPHEN A. *Organizational Choices and General Management Influence Networks in Divisionalized Companies*. 3:341
- ANDERSON, CARL R. and CRAIG ERIC SCHNEIER. *Locus of Control, Leader Behavior and Leader Performance among Management Students*. 4:690
- ANDIAPPAN, P. See ROSE, GERALD L.
- ARMENAKIS, ACHILLES and LEIGH SMITH. *A Practical Alternative to Comparison Group Designs in OD Evaluations: The Abbreviated Time Series Design*. 3:499
- BEATTY, RICHARD W. See SCHNEIER, CRAIG ERIC
- BERRY, STEPHEN E., HUGH J. WATSON, and WILLIAM T. GREENWOOD. *A Survey of Academicians and Practitioners as to the Content of the Introductory POM Course*. 4:699
- BEYER, JANICE M. See STEVENS, JOHN M.
- BOURGEOIS, III, L. J., DANIEL W. McALLISTER, and TERENCE R. MITCHELL. *The Effects of Different Organizational Environments upon Decisions about Organizational Structure*. 3:508
- BRIEF, ARTHUR P. and RAMON J. ALDAG. *The Job Characteristic Inventory: An Examination*. 4:659
- BUCHHOLZ, ROGENE A. See ALEXANDER, GORDON J.
- CAMPBELL, DONALD J. *The Effects of Psychological Closeness and Type of Exchange Situation on Perceived Inequity*. 2:307
- COHEN, STEPHEN L. and SALLY LEAVENGOOD. *The Utility of the WAMS: Shouldn't It Relate to Discriminatory Behavior?* 4:742
- CONNOLLY, TERRY and VAL M. MIKLAUSICH. *Some Effects of Feedback Error in Diagnostic Decision Tasks*. 2:301
- COOPER, ARNOLD C. See HATTEN, KENNETH J.
- DAFT, RICHARD L. *A Dual-Core Model of Organizational Innovation*. 2:193
- DAFT, RICHARD L. *System Influence on Organizational Decision Making: The Case of Resource Allocation*. 1:6
- DESSLER, GARY. See VALENUI, ENZO
- DIMICK, DAVID E. and VICTOR V. MURRAY. *Correlates of Substantive Policy Decisions in Organizations: The Case of Human Resource Management*. 4:611
- DRISCOLL, JAMES W. *Trust and Participation in Organizational Decision Making as Predictors of Satisfaction*. 1:44
- DUNHAM, RANDALL B. See PIERCE, JON L.
- DUNNE, JR., EDWARD J., MICHAEL J. STAHL, and LEONARD J. MELHART, JR. *Influence Sources of Project and Functional Managers in Matrix Organizations*. 1:135
- FEILD, HUBERT S. See GILES, WILLIAM F.
- FILLEY, ALAN C. and RAMON J. ALDAG. *Characteristics and Measurement of an Organizational Typology*. 4:578
- FOTTLER, MYRON D. *Retention of the Hard-Core Unemployed*. 3:366
- FREEDMAN, RICHARD D. and STEPHEN A. STUMPF. *What Can One Learn from the Learning Style Inventory?* 2:275
- FREEDMAN, SARA M. *Some Determinants of Compensation Decisions*. 3:397
- FUTRELL, CHARLES M. *Effects of Pay Disclosure on Satisfaction for Sales Managers: A Longitudinal Study*. 1:140
- GEMMILL, GARY R. See HEISLER, W. J.
- GILES, WILLIAM F. and HUBERT S. FEILD. *The Relationship of Satisfaction Level and Content of Job Satisfaction Questionnaire Items to Item Sensitivity*. 2:295
- GILES, WILLIAM F. and WILLIAM H. HOLLEY, JR. *Job Enrichment versus Traditional Issues at the Bargaining Table*. 4:725
- GLUECK, WILLIAM F. See JAUCH, LAWRENCE R.

- GOLEMBIEWSKI, ROBERT T. and SAMUEL YEAGER. *Testing the Applicability of the JDI to Various Demographic Groupings*. 3:514
- GOULD, SAM and BRIAN L. HAWKINS. *Organizational Career Stage as a Moderator of the Satisfaction Performance Relationship*. 3:434
- GREENE, CHARLES N. *Identification Modes of Professionals: Relationships with Formalization, Role Strain, and Alienation*. 3:486
- GRELLER, MARTIN M. *The Nature of Subordinate Participation in the Appraisal Interview*. 4:646
- HAMMER, TOVE HELLAND. *Relationships Between Local Union Characteristics and Worker Behavior and Attitudes*. 4:560
- HATTEN, KENNETH J., DAN E. SCHENDEL, and ARNOLD C. COOPER. *A Strategic Model of the U.S. Brewing Industry*. 4:592
- HAWKINS, BRIAN L. See GOULD, SAM
- HAYASHI, KICHIRO. *Corporate Planning Practices in Japanese Multinationals*. 2:211
- HEISLER, W. J. and GARY R. GEMMILL. *Executive and MBA Student Views of Corporate Promotion Practices: A Structural Comparison*. 4:731
- HELMICH, DONALD L. *Leader Flows and Organizational Process*. 3:463
- HOLLEY, JR., WILLIAM H. See GILES, WILLIAM F.
- HUNT, RAYMOND G. See NEAR, JANET P.
- JAGO, ARTHUR G. and VICTOR H. VROOM. *Predicting Leader Behavior from a Measure of Behavioral Intent*. 4:715
- JAUCH, LAWRENCE R., WILLIAM F. GLUECK, and RICHARD N. OSBORN. *Organizational Loyalty, Professional Commitment, and Academic Research Productivity*. 1:84
- JERDEE, THOMAS H. See ROSEN, BENSON
- JOHNS, GARY. *Task Moderators of the Relationship Between Leadership Style and Subordinate Responses*. 2:319
- KAVANAGH, MICHAEL. See LARWOOD, LAURIE
- KEIM, GERALD D. *Managerial Behavior and the Social Responsibility Debate: Goals Versus Constraints*. 1:57
- KIDRON, ARYEH. *Work Values and Organizational Commitment*. 2:239
- LARWOOD, LAURIE, MICHAEL KAVANAGH, and RICHARD LEVINE. *Perceptions of Fairness with Three Alternative Economic Exchanges*. 1:69
- LEAVENGOOD, SALLY. See COHEN, STEPHEN L.
- LEVINE, RICHARD. See LARWOOD, LAURIE
- MALLISTER, DANIEL W. See BOURGEOIS, III, L. J.
- MCDEVITT, CARL D. and HUGH J. WATSON. *An Assessment of Probability Encoding Using a Probabilistic, Noninteractive Management Game*. 3:451
- MCFILLEN, JAMES M. *Supervisory Power as an Influence in Supervisor-Subordinate Relations*. 3:419
- MCNICHOLS, CHARLES W., MICHAEL J. STAHL, and T. ROGER MANLEY. *A Validation of Hoppock's Job Satisfaction Measure*. 4:737
- MANLEY, T. ROGER. See MCNICHOLS, CHARLES W.
- MELHART, JR., LEONARD J. See DUNNE, JR., EDWARD J.
- MIKLAUSICH, VAL M. See CONNOLLY, TERRY.
- MINER, JOHN B. *The Miner Sentence Completion Scale: A Reappraisal*. 2:283
- MITCHELL, TERENCE R. See BOURGEOIS, III, L. J.
- MORSE, JOHN J. and FRANCIS R. WAGNER. *Measuring the Process of Managerial Effectiveness*. 1:23
- MURRY, VICTOR V. See DIMICK, DAVID E.
- NEAR, JANET P., ROBERT W. RICE, and RAYMOND G. HUNT. *Work and Extra-Work Correlates of Life and Job Satisfaction*. 2:248
- NYSTROM, PAUL C. *Managers and the Hi-Hi Leader Myth*. 2:325
- OLDHAM, GREG R. See STAW, BARRY M.
- OSBORN, RICHARD N. See JAUCH, LAWRENCE R.
- OUCHI, WILLIAM G. *The Transmission of Control Through Organizational Hierarchy*. 2:173
- PIERCE, JON L. and RANDALL B. DUNHAM. *An Empirical Demonstration of the Convergence of Common Macro and Micro-organization Measures*. 3:410
- PIERCE, JON L. and RANDALL B. DUNHAM. *The Measurement of Perceived Job Characteristics: The Job Diagnostic Survey Versus the Job Characteristics Inventory*. 1:123
- RENWICK, PATRICIA ANN and HENRY TOSI. *The Effects of Sex, Marital Status and Educational Background on Selection Decisions*. 1:93
- RICE, ROBERT W. See NEAR, JANET P.
- ROSE, GERALD L. and P. ANDIAPPAN. *Sex Effects on Managerial Hiring Decisions*. 1:104
- ROSEN, BENSON and THOMAS H. JERDEE. *Effects of Decision Permanence on Managerial Willingness to Use Participation*. 4:722
- SATHE, VIJAY. *Institutional Versus Questionnaire Measures of Organizational Structure*. 2:227

- SCHENDEL, DAN E. See HATTEN, KENNETH J.  
 SCHNEIER, CRAIG ERIC. See ANDERSON, CARL R.  
 SCHNEIER, CRAIG ERIC and RICHARD W. BEATTY. *The Influence of Role Prescriptions on the Performance Appraisal Process*. 1:129  
 SHERIDAN, JOHN E. and DONALD J. VREDENBURGH. *Predicting Leadership Behavior in a Hospital Organization*. 4:679  
 SIMPSON, LEO R. See WATSON, JOHN G.  
 SINGLETON, TIMOTHY M. *Managerial Motivation Development: A Study of College Student Leaders*. 3:493  
 SMITH, LEIGH. See ARMENAKIS, ACHILLES  
 STAHL, MICHAEL J. See DUNNE, JR. EDWARD J.  
 STAHL, MICHAEL J. See McNICHOLS, CHARLES W.  
 STAW, BARRY M. and GREG R. OLDHAM. *Reconsidering our Dependent Variables: A Critique and Empirical Study*. 4:539  
 STEVENS, JOHN M., JANICE M. BEYER, and HARRISON M. TRICE. *Assessing Personal, Role and Organizational Predictors of Managerial Commitment*. 3:380  
 STUMPF, STEPHEN A. See FREEDMAN, RICHARD D.  
 TOSI, HENRY. See RENWICK, PATRICIA ANN  
 TRICE, HARRISON M. See STEVENS, JOHN M.  
 TUSHMAN, MICHAEL L. *Technical Communication in R&D Laboratories: The Impact of Project Work Characteristics*. 4:624  
 VALENZI, ENZO and GARY DESSLER. *Relationships of Leader Behavior, Subordinate Role Ambiguity, and Subordinate Job Satisfaction*. 4:671  
 VREDENBURGH, DONALD J. See SHERIDAN, JOHN E.  
 VROOM, VICTOR H. See JAGO, ARTHUR G.  
 WAGNER, FRANCIS R. See MORSE, JOHN J.  
 WATSON, HUGH J. See BERRY, STEPHEN E.  
 WATSON, HUGH J. See McDEVITT, CARL D.  
 WATSON, JOHN G. and LEO R. SIMPSON. *A Comparative Study of Owner-Manager Personal Values in Black and White Small Businesses*. 2:313  
 WEAVER, CHARLES N. *Sex Differences in the Determinants of Job Satisfaction*. 2:265  
 WHITE, KENNETH J. *Generalizability of Individual Difference Moderators of the Participation in Decision Making-Employee Response Relationship*. 1:36  
 YEAGER, SAMUEL. See GOLEMBIEWSKI, ROBERT T.  
 YOUNG, JERALD W. *The Subordinate's Exposure of Organizational Vulnerability to the Superior: Sex and Organizational Effects*. 1:113

## TITLE INDEX

- Assessing Personal, Role, and Organizational Predictors of Managerial Commitment*. JOHN M. STEVENS, JANICE M. BEYER, and HARRISON M. TRICE. 3:380  
*An Assessment of Probability Encoding Using a Probabilistic, Noninteractive Management Game*. CARL D. McDEVITT and HUGH J. WATSON. 3:451  
*Characteristics and Measurement of an Organizational Typology*. ALAN C. FILLEY and RAMON J. ALDAG. 4:578  
*A Comparative Study of Owner-Manager Personal Values in Black and White Small Businesses*. JOHN G. WATSON and LEO R. SIMPSON. 2:313  
*Corporate Planning Practices in Japanese Multinationals*. KICHIRO, HAYASHI. 2:211  
*Corporate Social Responsibility and Stock Market Performance*. GORDAN J. ALEXANDER and ROGENE A. BUCHHOLZ. 3:479  
*Correlates of Substantive Policy Decisions in Organizations: The Case of Human Resource Management*. DAVID E. DIMICK and VICTOR V. MURRAY. 4:611  
*A Dual-Core Model of Organizational Innovation*. RICHARD L. DAFT. 2:193  
*Effects of Decision Permanence on Managerial Willingness to Use Participation*. BENSON ROSEN and THOMAS H. JERDEE. 4:722  
*The Effects of Different Organizational Environments upon Decisions about Organizational Structure*. L. J. BOURGEOIS, III, DANIEL W. McALLISTER, and TERENCE R. MITCHELL. 3:508  
*Effects of Pay Disclosure on Satisfaction for Sales Managers: A Longitudinal Study*. CHARLES M. FUTRELL. 1:140  
*The Effects of Psychological Closeness and Type of Exchange Situation on Perceived Inequity*. DONALD J. CAMPBELL. 2:307  
*The Effects of Sex, Marital Status, and Educational Background on Selection Decisions*. PATRICIA ANN RENWICK and HENRY TOSI. 1:93  
*An Empirical Demonstration of the Convergence of Common Macro and Micro-Organization Measures*. JON L. PIERCE and RANDALL B. DUNHAM. 3:410  
*Executive and MBA Student Views of Corporate Promotion Practices: A Structural Comparison*. W. J. HEISLER and GARY R. GEMMILL. 4:731

- Generalizability of Individual Difference Moderators of the Participation in Decision Making-Employee Response Relationship.* KENNETH J. WHITE. 1:36
- Identification Modes of Professionals: Relationships with Formalization, Role Strain, and Alienation.* CHARLES N. GREENE. 3:486
- The Influence of Role Prescriptions on the Performance Appraisal Process.* CRAIG ERIC SCHNEIER and RICHARD W. BEATT. 1:129
- Influence Sources of Project and Functional Managers in Matrix Organizations.* EDWARD J. DUNNE, JR., MICHAEL J. STAHL, and LEONARD J. MELHART, JR. 1:135
- Institutional Versus Questionnaire Measures of Organizational Structure.* VIJAY SATHE. 2:227
- The Job Characteristic Inventory: An Examination.* ARTHUR P. BRIEF and RAMON J. ALDAG. 4:659
- Job Enrichment Versus Traditional Issues at the Bargaining Table.* WILLIAM F. GILES and WILLIAM H. HOLLEY, JR. 4:725
- Leader Flows and Organizational Process.* DONALD L. HELMICH. 3:463
- Locus of Control, Leader Behavior and Leader Performance among Management Students.* CARL R. ANDERSON and CRAIG ERIC SCHNEIER. 4:690
- Managerial Behavior and the Social Responsibility Debate: Goals Versus Constraints.* GERALD D. KEIM. 1:57
- Managerial Motivation Development: A Study of College Student Leaders.* TIMOTHY H. SINGLETON. 3:493
- Managers and the Hi-Hi Leader Myth.* NYSTROM, PAUL C. 2:325
- The Measurement of Perceived Job Characteristics: The Job Diagnostic Survey Versus the Job Characteristics Inventory.* JON L. PIERCE and RANDALL B. DUNHAM. 1:123
- Measuring the Process of Managerial Effectiveness.* JOHN J. MORSE and FRANCIS R. WAGNER. 1:23
- The Miner Sentence Completion Scale: A Reappraisal.* JOHN B. MINER. 2:283
- The Nature of Subordinate Participation in the Appraisal Interview.* MARTIN M. GRELLER. 4:646
- Organizational Career Stage as a Moderator of the Satisfaction-Performance Relationship.* SAM GOULD and BRIAN L. HAWKINS. 3:434
- Organizational Choices and General Management Influence Networks in Divisionalized Companies.* STEPHEN A. ALLEN. 3:341
- Organizational Loyalty, Professional Commitment, and Academic Research Productivity.* LAWRENCE R. JAUCH, WILLIAM F. GLUECK, and RICHARD N. OSBORN. 1:84
- Perceptions of Fairness with Three Alternative Economic Exchanges.* LAURIE LARWOOD, MICHAEL KAVANAGH, and RICHARD LEVINE. 1:69
- A Practical Alternative to Comparison Group Designs in OD Evaluations: The Abbreviated Time Series Design.* ACHILLES ARMENAKIS and LEIGH SMITH. 3:499
- Predicting Leader Behavior from a Measure of Behavioral Intent.* ARTHUR G. JAGO and VICTOR H. VROOM. 4:715
- Predicting Leadership Behavior in a Hospital Organization.* JOHN E. SHERIDAN and DONALD J. VREDENBURGH. 4:679
- Reconsidering our Dependent Variables: A Critique and Empirical Study.* BARRY M. STAW and GREG R. OLDHAM. 4:539
- The Relationship of Satisfaction Level and Content of Job Satisfaction Questionnaire Items to Item Sensitivity.* WILLIAM F. GILES and HUBERT S. FEILD. 2:295
- Relationships Between Local Union Characteristics and Worker Behavior and Attitudes.* TOVE HELLAND HAMMER. 4:578
- Relationships of Leader Behavior, Subordinate Role Ambiguity, and Subordinate Job Satisfaction.* ENZO VALENZI and GARY DESSLER. 4:671
- Retention of the Hard-Core Unemployed.* MYRON D. FOTTLER. 3:366
- Sex Differences in the Determinants of Job Satisfaction.* CHARLES WEAVER. 2:265
- Sex Effects on Managerial Hiring Decisions.* GERALD L. ROSE and P. ANDIAPPAN. 1:104
- Some Determinants of Compensation Decisions.* SARA M. FREEDMAN. 3:397
- Some Effects of Feedback Error in Diagnostic Decision Tasks.* TERRY CONNOLLY and VAL M. MIKLAUSICH. 2:301
- A Strategic Model of the U.S. Brewing Industry.* KENNETH J. HATTEN, DAN E. SCHENDEL and ARNOLD C. COOPER. 4:592
- The Subordinate's Exposure of Organizational Vulnerability to the Superior: Sex and Organizational Effects.* JERALD W. YOUNG. 1:113
- Supervisory Power as an Influence in Supervisor-Subordinate Relations.* JAMES M. MCFILLEN. 3:419
- A Survey of Academicians and Practitioners as to the Content of the Introductory POM Course.* STEPHEN E. BERRY, HUGH J. WATSON, and WILLIAM T. GREENWOOD. 4:699

- System Influence on Organizational Decision Making: The Case of Resource Allocation.* RICHARD L. DAFT. 1:6
- Task Moderators of the Relationship Between Leadership Style and Subordinate Responses.* GARY JOHNS. 2:319
- Technical Communication in R&D Laboratories: The Impact of Project Work Characteristics.* MICHAEL L. TUSHMAN. 4:624
- Testing the Applicability of the JDI to Various Demographic Groupings.* ROBERT T. GOLEMBIEWSKI and SAMUEL YEAGER. 3:514
- The Transmission of Control Through Organizational Hierarchy.* WILLIAM G. OUCHI. 2:173
- Trust and Participation in Organizational Decision Making as Predictors of Satisfaction.* JAMES W. DRISCOLL. 1:44
- The Utility of the WAMS: Shouldn't It Relate to Discriminatory Behavior?* STEPHEN L. COHEN and SALLY LEAVENGOOD. 4:742
- A Validation of Hoppock's Job Satisfaction Measure.* CHARLES W. McNICHOLS, MICHAEL J. STAHL, and T. ROGER MANLEY. 4:737
- What Can One Learn From the Learning Style Inventory?* RICHARD D. FREEDMAN and STEPHEN A. STUMPF. 2:275
- Work and Extra-Work Correlates of Life and Job Satisfaction.* JANET P. NEAR, ROBERT W. RICE, and RAYMOND G. HUNT. 2:248
- Work Values and Organizational Commitment.* ARYEH KIDRON. 2:239

### CALL FOR PAPERS

#### 39TH ANNUAL NATIONAL MEETING, AUGUST 8-11, 1979 PEACHTREE PLAZA HOTEL, ATLANTA, GEORGIA

The program for Atlanta will be initiated by the Professional Division Program Chairpersons. You are invited to submit an original paper, *in quadruplicate, via first class mail.*

- a) Typed double spaced.
- b) No more than 15 pages in length (including abstract, text, exhibits, footnotes, and references).
- c) A separate abstract page which should report the title, author(s), and affiliation(s), and an abstract not to exceed 50 words.
- d) Include the names, addresses, and telephone numbers of all authors listed on the first page.

Papers should be sent directly to one of the Program Chairpersons listed in this call. Papers should be submitted to a *single* chairperson. If the content is judged more suitable for another Division or Interest Group, the paper will be forwarded to the appropriate chairperson and the authors notified. If you submit different papers to two or more chairpersons, please inform those chairpersons so that conflicts in the program schedule can be avoided.

*All* program participants must register for the conference. Participants must present their papers; there can be no no-shows. Note, also, the Academy does not pay travel to or from the meeting for program participants.